

To All Agency HR Community,

The A&I Human Resources Division is pleased to announce the return of the HR Bulletin publication. It will be published periodically to update you on activities and projects in the Human Resources Division. We also plan to provide you with guidance on personnel rule interpretations and updates on state and federal laws and issues affecting state government.

Employee Compensation – The State Legislature authorized employee compensation adjustments for each of the next two years. Appropriated was \$7.2 million for FY15 and \$14.5 million for FY16 for the Executive Branch (less Judicial Branch funding).

Details of the compensation distribution are being developed and will be communicated when finalized by the Governor. The increases will not be an across-the-board percentage to everyone. We anticipate the distribution of compensation dollars based upon two factors:

1. Moving employees closer to the Market Policy Position (MPP) of their classification, and
2. An employee's level of performance using the Performance Management Initiative (PMI).

The State Legislature also approved a total of \$2 million dollars for one-time bonus funding based upon employee performance for the next two years.

Employees will see a slight increase in their retirement contributions over the next two years starting this fall. There is always a possibility for health insurance rates to increase in January.

Information Technology Occupational Review - The review of all statewide positions classified in the Computer Technology job classification series is currently in process. Members of the review team are: Toby Grapes and Pat Lewis (G&F), Jim Miller, Bob Nichols and Sarah Chapman (ETS), Andrea Byrne (SOS), Erin Williams, Karalee Smith, Alicia Glover and Lori Mischan (A&I HRD).

Of the team members Pat Lewis, Jim Miller, Bob Nichols, Sarah Chapman and Andrea Byrne are technical subject matter experts. Toby Grapes, Pat Lewis, Lori Mischan, Alicia Glover, Karalee

Smith and Erin Williams are all trained in the Hay Job Evaluation process and understand job classification.

Updated Job Content Questionnaires (JCQ's) will be read and analyzed. A new classification series will be developed. Jobs will be evaluated using the Hay Job Evaluation Process. This review covers 342 positions across the state. The projected completion date is June 1, 2015. If you have any questions regarding this project, please contact Karalee Smith at 777-6744. Other occupational reviews will be starting in the near future.

Compensation Commission Meeting Reminder – The State Employee Compensation Commission has scheduled a meeting for Tuesday, April 22, 2014 In Room 1699 of the Herschler Building from 1:00pm to 5:00pm. If you have questions about the meeting, please contact Erin Williams at 777-6769 or Lori Eichheim at 777-6727.

Workforce Report 2013 – This year's report is waiting for final approval and should be available soon on the HRD website in the Publications Section of Employee Resources. Heidi King gathers all of the data for these annual reports. Her contact information is 777-6429 if you have questions about this publication.

Should you have any questions or comments regarding these or any other human resources issues, please feel free to contact my office.

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